

Ramco SRP

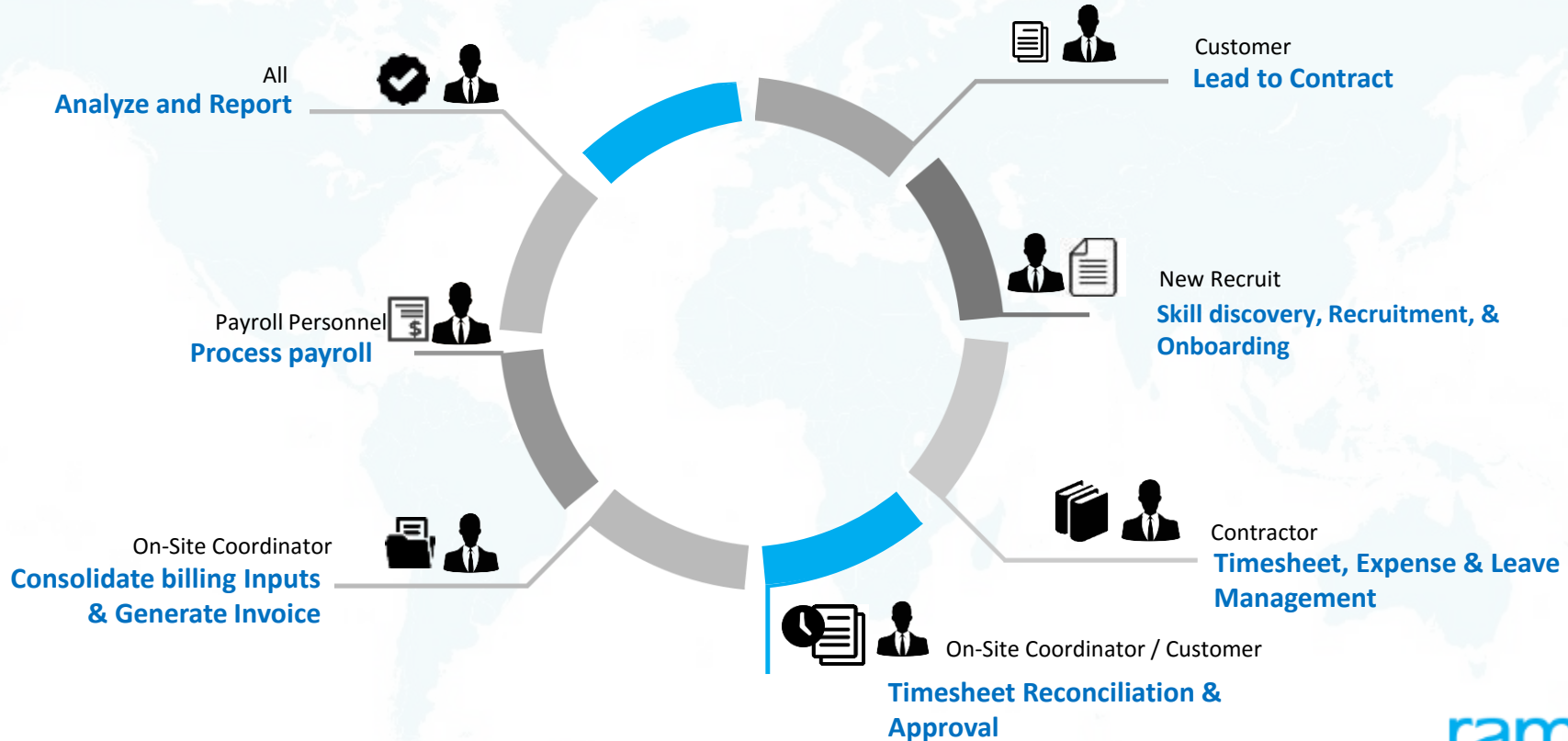
A Staffing Solution

that doesn't make you run
from pillar to post...



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How Ramco Can Help YOU Run your International Business



**Ramco SRP –
The Game changer!**

Power of One

Contracts

Skill Discovery & Onboarding

Operations

Time & Expense Management

Contract Workforce Management

Reporting & Analytics

**A full lifecycle
solution from lead
to collect**

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Driving a Suite of Enterprise Applications from a single fabric



On-cloud | Scalable | Unified Data Model | Real time data sharing | Desktop to Mobile

Powered by **Ramco Virtualworks®**



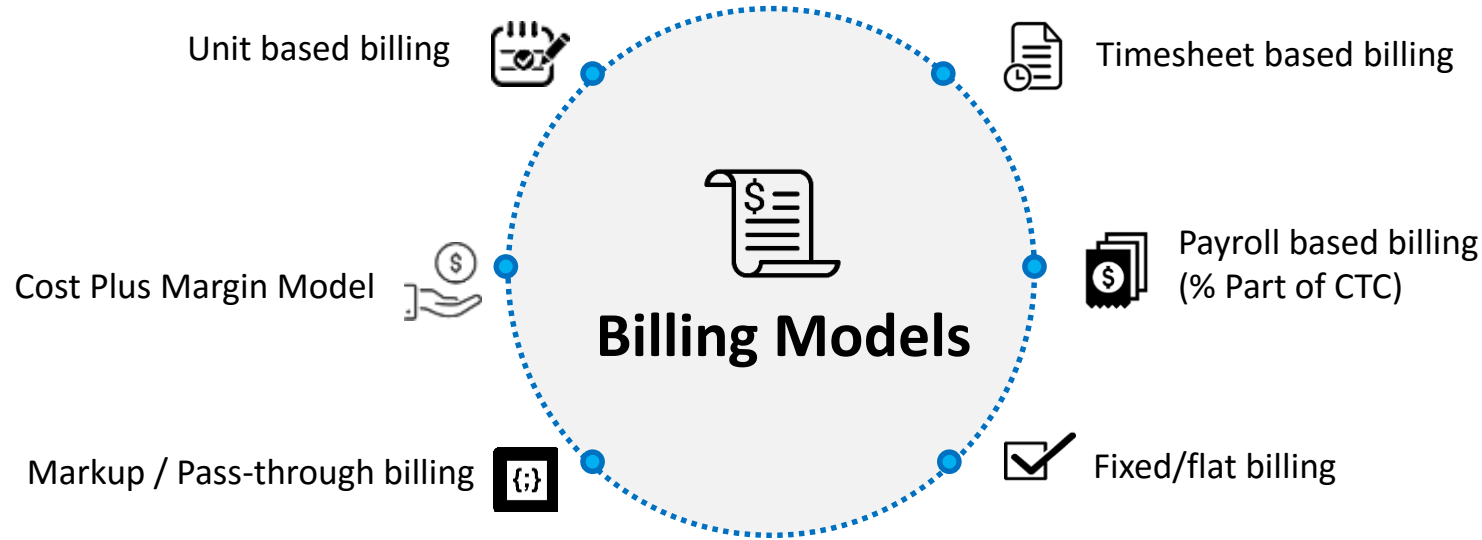
**Power of One
Single source of Truth**

**Ramco SRP –
The Game changer!**



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Invoice Items

Admin fee | Recruitment fee | Arrear fee | Bonus & Commission | Notice Pay | Joining bonus | Incentive | Visa fee | Travel allowance | Petrol allowance | Medical insurance, etc..

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Skill Related Challenges?

Challenges



Is identifying internal/ external skills for a billable project getting tedious



Do you end up putting wrong people on projects?



Do you struggle with onboarding your new-employees?



Do you have real-time visibility of revenue lost because of staff on bench?



Is there a need of a customer specific appraisal for your employees?



Are your employees suffering from lack of instant Gratification?



A Missed Opportunity?
Get the Right Skill at the Right Place

Using **Ramco Skill Anywhere**

- ✓ On-screen real-time visibility of Skills across Internal & external sources
- ✓ Automated sourcing actions for Skill Discovery
- ✓ Realize a connected Multiple ecosystems

Experience a Better Way of Identifying Talent

Our Solution

The skill search can happen both internally and externally...

Requirement From HR: **Business Analyst**



If the Skillset does not match / or is not available



Internal employees

Skill anywhere

Information pertaining to external personnel from multiple sources

Diagram illustrating external personnel roles and skills:

Program Manager	Program Manager	Trainer	Auditor	
Program Manager	Event manager	Program Manager	Business Analyst	Finance controller
Programmer	Java Programmer	Program Manager	Business Analyst	Program Manager



Common Pool

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Onboard now – with Ease

Our Solution

The screenshot displays the 'Onboarding Portal' interface. At the top, a navigation bar shows the path: Default > Onboarding > Onboarding Portal. Below this, the main content area is divided into several sections. On the left, a 'Get Started' section provides instructions on reviewing and updating profile information. In the center, a 'Completion Status' section features a circular progress indicator showing 50% completion. To the right of the progress indicator, a 'Pending Tasks' section lists 'Forms/Documents' with a red triangle icon. Below these sections, a horizontal menu allows users to navigate between 'Personal Information', 'Forms / Documents', 'Agreements / Policies', and 'Training Courses'. At the bottom left, a table lists the sections and their completion status. On the right side of the portal, there are three profile cards for 'Your HR Partner', 'Your Supervisor', and 'Your Mentor', each showing a profile picture, name, title, contact information, and a brief bio.

Get Started

Your attention is required to review information in this section and provide additional details where required.

Some details of your profile might be already filled up based on the information that you have already submitted. Please review and update them if necessary. You will also see a list of forms that you are required to upload. Taking time to complete these now will help you up and running on your first day.

This page is designed in such a way that you do not have to complete all this information in one go. Do remember to save your work prior to exiting this page and you may come back at suitable time later to complete the rest.

Completion Status

50%

Pending Tasks

Forms/Documents

Your HR Partner

John Black
Sr. Manager
5656
John.Black@hassellID.com

Mr John Black has been awarded the title of from [read more](#)

Your Supervisor

John MacLain
Manager HR
4556
john.maclain@ramco.com

Mr John MacLain has been awarded the title of from [read more](#)

Your Mentor

John Black
Sr. Manager
5656
John.Black@hassellID.com

Personal Information **Forms / Documents** **Agreements / Policies** **Training Courses**

#	Section	Status	Remarks
1	Basic Information	✓	
2	Competencies	✓	
3	Contact Information	✓	
4	Family Information	✓	
5	Identification Information	✓	
6	Language Proficiency Information	✓	

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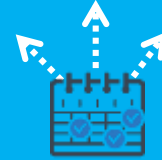
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Plan your staff Rota and schedule employees...

Challenges



Relying on part-time, hourly staff to run your client's business?



Troubled with client specific Rota schedules (8 hours, 9 hours, 4 hours shift)?



Do you suffer with shift / communication mix-up?



Issues in providing stability in working hours?



Accessibility of ROTA from home?



Facing challenges with a complex leave system?

Plan your staff Rota and schedule employees...

Our Solution

The screenshot displays the 'ramco HCM Suite' interface for 'Schedule Planning'. The user is 'Smith Anderson' (106/79 - Senior Executive). The interface includes a 'Filter' section, a 'Scheduled Shift Summary' for 'Oct - Week 3', and a main roster grid.

Scheduled Shift Summary (Oct - Week 3):

	S 18	M 19	T 20	W 21	T 22	F 23	S 24
EVENING 14:00 - 23:00	1	4	6	7	4	6	8
GENERAL 09:00 - 18:00	5	4	2	7	4	6	8
MORNING 06:00 - 15:00	5	4	6	7	4	3	8
NIGHT 22:00 - 07:00	5	0	6	7	4	6	8
AS	0	0	0	1	0	0	0
WKOFF	0	1	0	0	0	0	0

Staff Roster Grid (Oct 2015 - Week 3):

	SUN 18	MON 19	TUE 20	WED 21	THU 22	FRI 23	SAT 24
<input type="checkbox"/> Louise Walsh	EVENING 14:00 - 23:00	WKOFF	MORNING 09:00 - 18:00	MORNING 09:00 - 18:00	MORNING 09:00 - 18:00	MORNING 09:00 - 18:00	WKOFF
<input type="checkbox"/> Joe Ringo	GENERAL 09:00 - 18:00	GENERAL 09:00 - 18:00	WKOFF	MORNING 06:00 - 15:00	MORNING 06:00 - 15:00	MORNING 06:00 - 15:00	WKOFF
<input type="checkbox"/> Tatyana Kravchenko	MORNING 06:00 - 15:00	MORNING 06:00 - 15:00	MORNING 06:00 - 15:00	WKOFF	NIGHT 22:00 - 07:00	NIGHT 22:00 - 07:00	WKOFF
<input type="checkbox"/> Taryn Coome	NIGHT 22:00 - 07:00	NIGHT 22:00 - 07:00	NIGHT 22:00 - 07:00	NIGHT 22:00 - 07:00	WKOFF	EVENING 14:00 - 23:00	WKOFF
<input type="checkbox"/> Cora Julia	GENERAL 09:00 - 18:00	EVENING 14:00 - 23:00	EVENING 14:00 - 23:00	EVENING 14:00 - 23:00	EVENING 14:00 - 23:00	WKOFF	WKOFF
<input type="checkbox"/> Cora Julia	WKOFF	GENERAL 09:00 - 18:00	NIGHT 22:00 - 07:00	EVENING 14:00 - 23:00	MORNING 06:00 - 15:00	MORNING 06:00 - 15:00	WKOFF
<input type="checkbox"/> Todd MacLean	WKOFF	GENERAL 09:00 - 18:00	NIGHT 22:00 - 07:00	EVENING 14:00 - 23:00	MORNING 06:00 - 15:00	MORNING 06:00 - 15:00	WKOFF

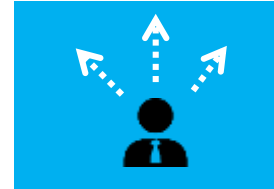
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Other Operational Challenges?

Challenges



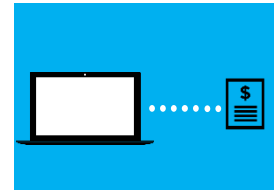
Do you have Complex rating and billing models which vary by client, by SOW?



Are you struggling with allowing personnel to work on multiple SOWs simultaneously?



Frequently facing issues with cost over-run and mis-management?



Does the system help in quote automatically based on the cost and availability

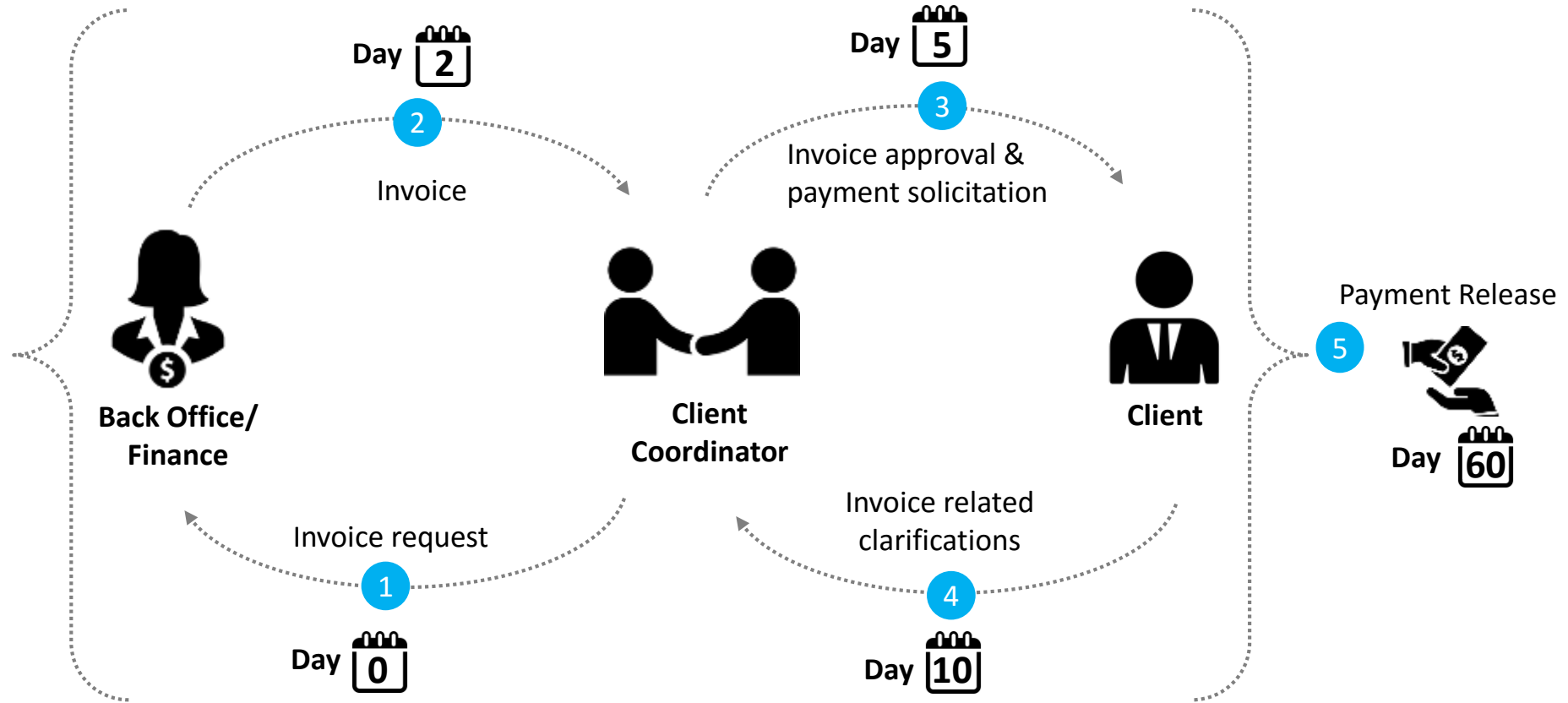


Do you face reconciliation issues with client billing (which may differ for different countries)



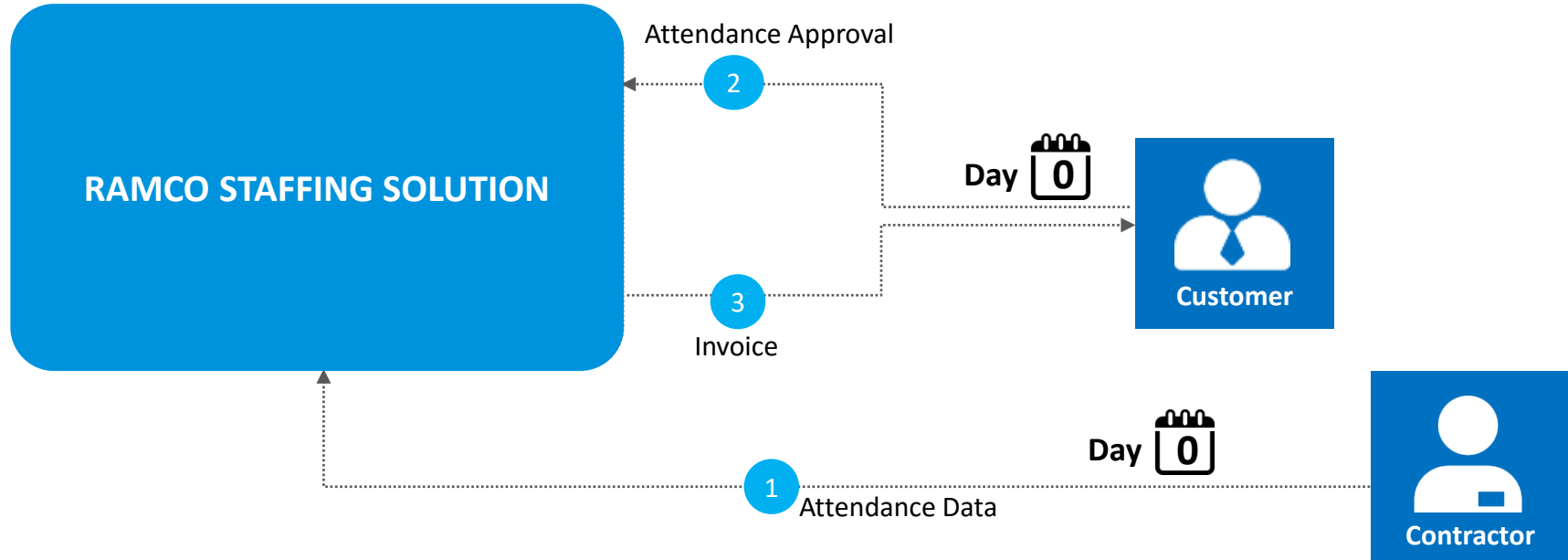
Are you struggling with numerous formats of client invoices?

Challenges



Single System for All Stakeholders

Our Solution





Varying Policies Across Clients

The system is configured to understand

**Your
Client-specific**

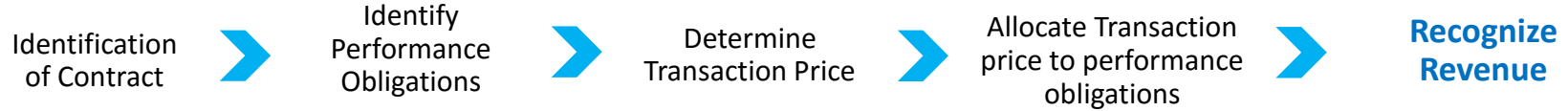
Organization & approval structures

Time-off, pay and benefits policies Letter templates (e.g. offer letters)

Billing cycles, billable items and terms

Unbilled Revenue tracking

Our Solution



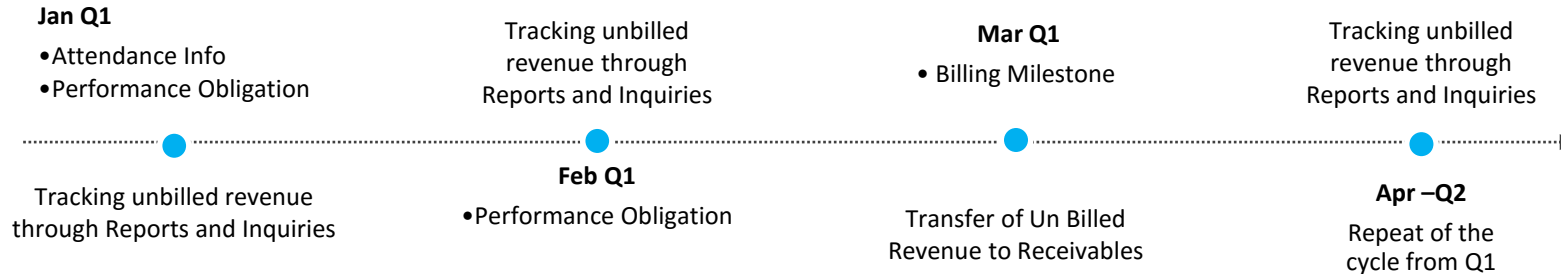
Keeps track of accrued revenue

Helps to deal with large service contracts

Aids valuation, where billing occurs after service is provided

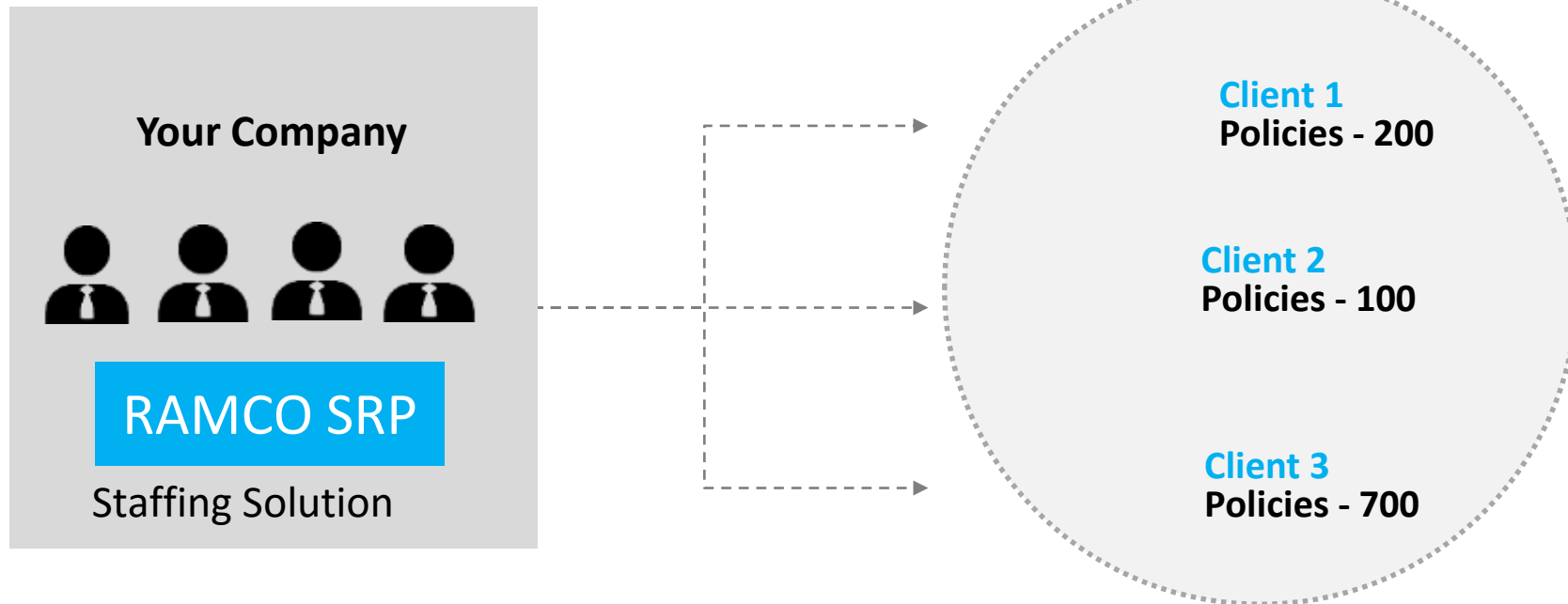
Useful to get a fair valuation of the business

Milestone based Quarterly Billing



Frictionless alignment to Client specific policies

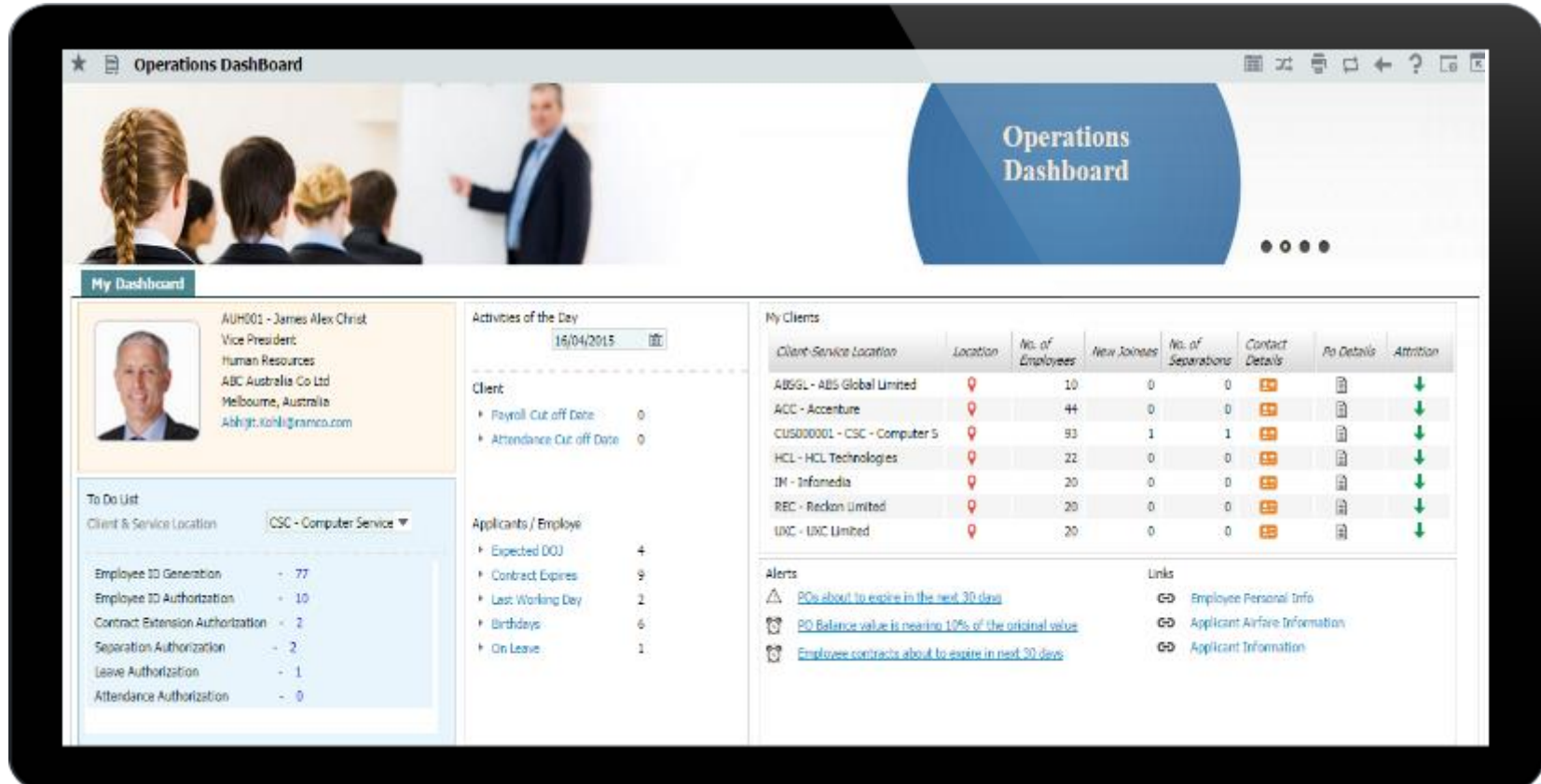
Our Solution



Cost+ / Rate card based invoicing | **Customer specific policies apply for Leave, OT, Timesheet, Reimbursements, Insurance** | NFC & BOT based attendance | **Quicker realization of invoices**

Operations Dashboard for Client Managers

Our Solution



A solution that is ready for every Region

Our Solution

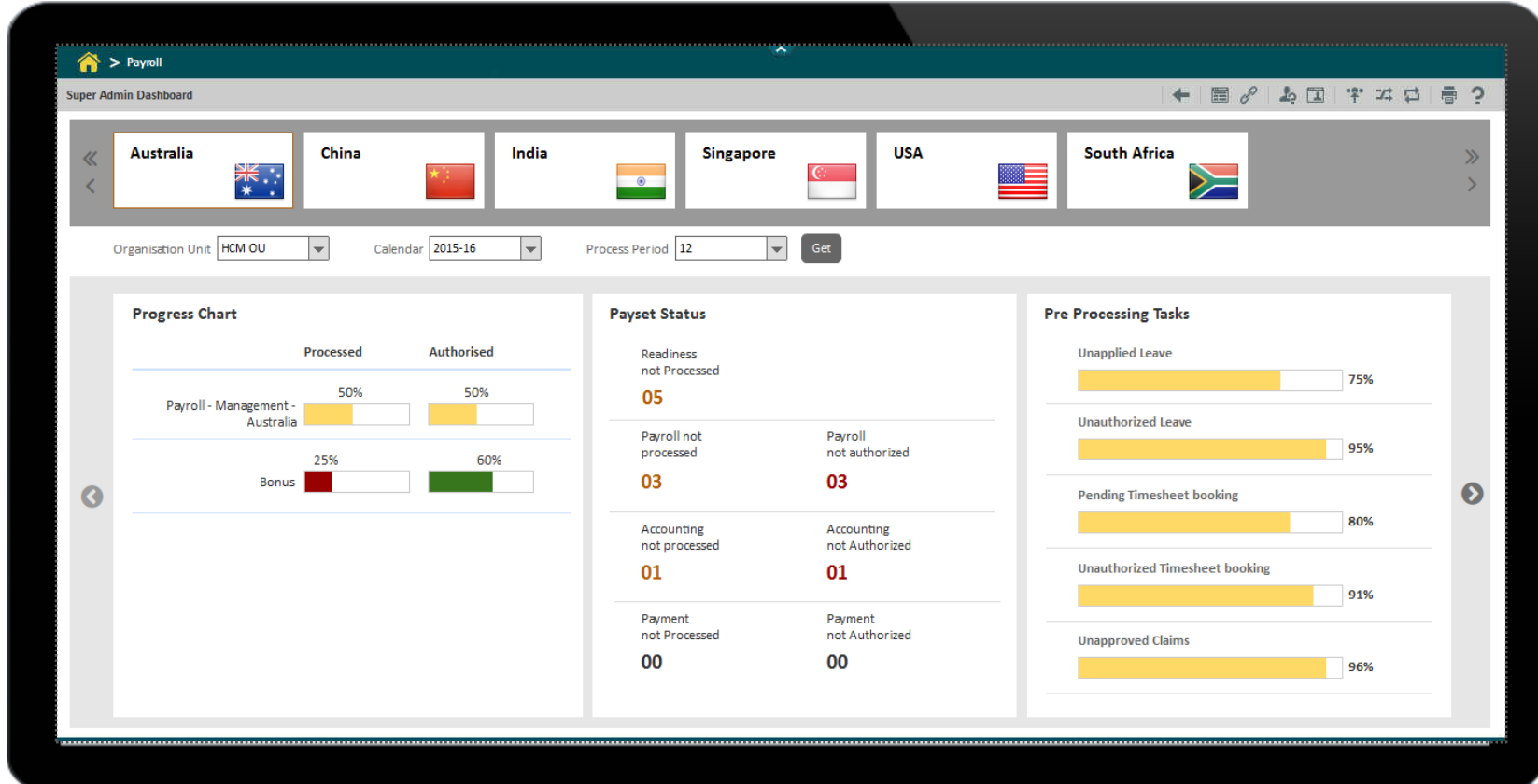


- Preconfigured solution for Multi country Payroll & Finance
- Configurable pay elements & Invoices in different currencies
- A solution supporting International clients
- Varying long term/short term assignments



Payroll Super Hub

Our Solution



**Ramco SRP –
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When Time Sheet is at the **HEART** of your business

Challenges



Do you still get Timesheet on fax/email?



Do you have people doing data entry of timesheets?



Are your staff unable to fill timesheet as they don't have internet access or access to your network from client site?



Do you face delay in entry & approval of time sheets with constant need to follow up?



Do you encounter dispute on timesheet with client vs your data?

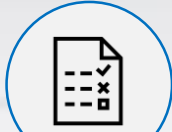


Are you working with an off-line, or dis-integrated attendance system?

Evolution of Time & Attendance

Our Solution

Attendance Register



Punch cards



Biometric devices



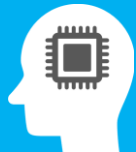
NFC Based



Welcome to the Frictionless world
of Time Management



Hassle free



Intelligent



Fool Proof



Frictionless Timesheeting

Through:

Desktop | Mobile | Voice
(*Twilio*) | Bots

Options Available:

Bulk entry | By hours |
Billable and non-billable |
Online / Offline

Status Modes:

Draft | Pending
Authorization | Authorized
| Customer Authorized
| Rejected | Reminders



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Our Solution

Amazon Alexa



Voice is the New UI

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Dashboard - Time & Attendance Hub

Our Solution



Expense Booking on the go

Our Solution

- **Expense Requests:**

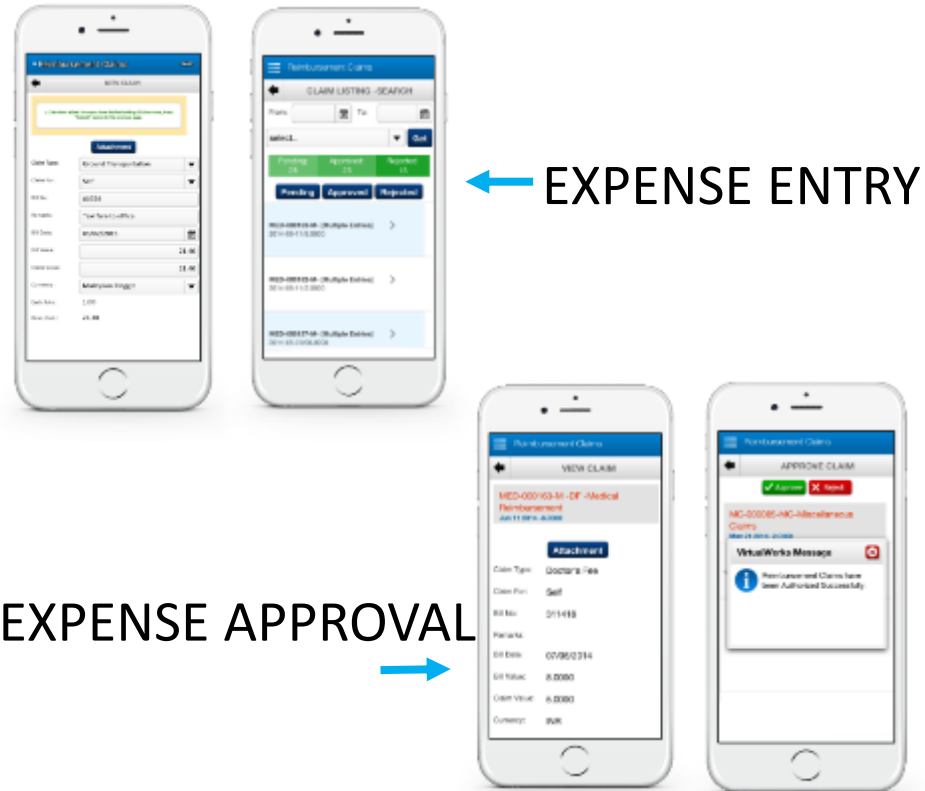
- Desktop and mobile modes
- Bulk entry | Billable and non-billable expenses
- Multi-currency expenses
- Attach receipts
- Credit card integrations

- **Expense approvals:**

- Single/bulk approvals
- Rejection reasons
- Threshold based approval
- Multi-level approvals
- Expense approval email reminders

- **Expense tracking:**

- Daily, weekly, monthly view for employee and manager
- Employee expense reports



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A huge Workforce of contract labor?

Challenges



Struggling to reconcile records with your contractor?



Grappling with securing the authenticity of contract labor?



Struggling to manage the shifts, attendance and rotation?



Is bulk Contract employee creation leading to time wastage & duplication of effort?



Managing the statutory compliances of contract labor outside the system?



Facing significant delays in presentation of Contractor bills, and payouts as well?

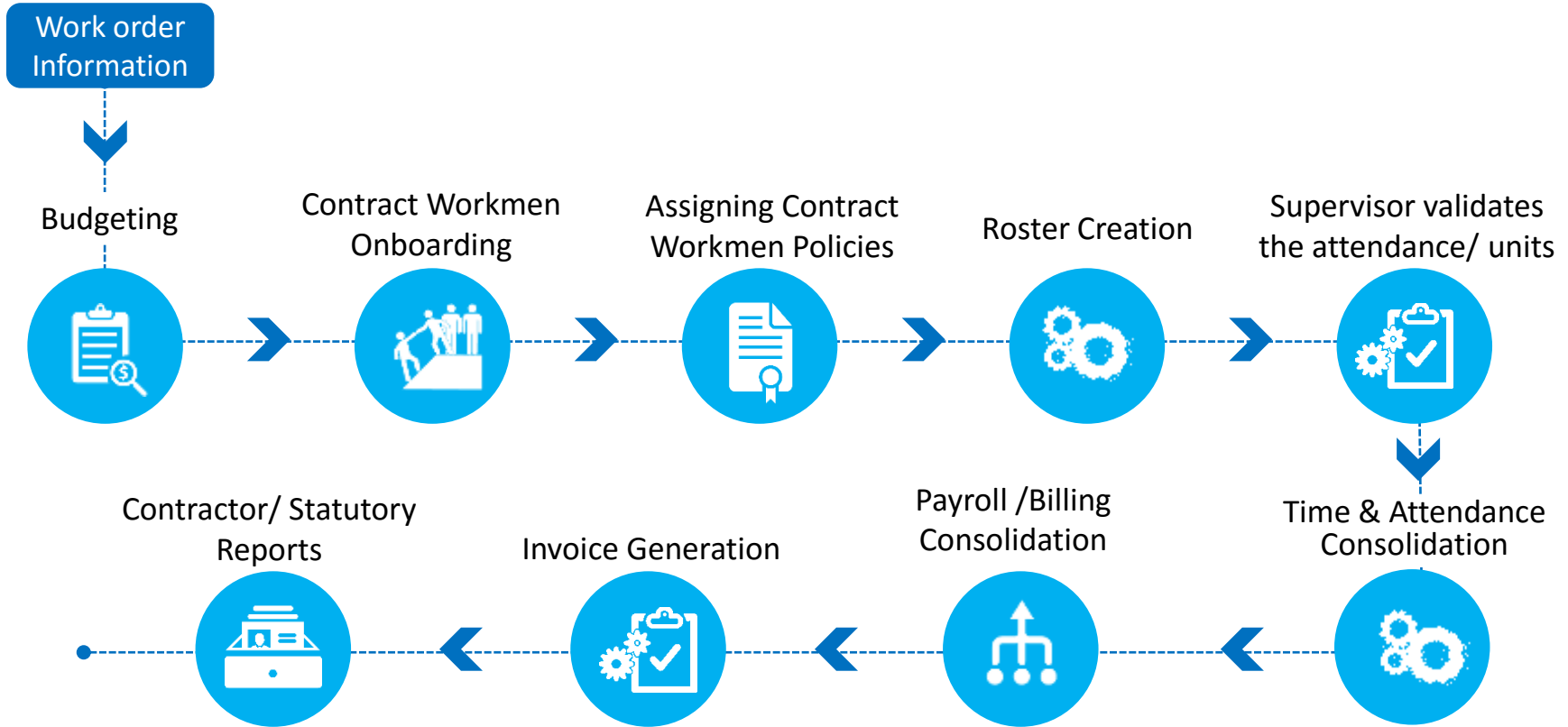
Helps

- Bulk contract workforce enrollment
- Workforce deployment matched with skillset
- Track contractors' statutory compliance
- Plug revenue leakages
- Reconciliation of contractor's bills with time recorded
- Contract Workmen Time entries and shift adherence



Contingent Workforce Management

Our Solution



Frictionless reconciliation with Contractor - Portal

Our Solution

The screenshot displays the Ramco HCM Vendor Portal interface. The top navigation bar includes the Ramco HCM logo, a search bar, and user information for Smith Anderson (10679 - Senior Executive). The main content area is divided into four sections:

- Purchase Order Summary:** Displays a table of purchase orders. The first row shows PO# VJNR/11200V/SER/R/4500067960, PO Service Type Unit based, Work Station Vijaynagar, PO Start and End Date 01/06/2017 - 31/03/2018, Total PO Value 145000, Balance Value 3000, Currency USD, and Number of Resources 2000.
- Employee Status Summary:** Displays a table of employee status. The first row shows Onboarded 28, Rejected 05, and Shortage 04.
- Employee Attendance Summary:** Displays a table of employee attendance. The first row shows PO# VJNR/11200V/SER/R/4500067960, PO Service Type USC, Work Station Vijaynagar, No. of Employees Mapped 00, and No. of Employees Present 50.
- Alerts:** Displays a list of alerts with 8 items, including POs for which Invoice not generated, POs for which Remittance Challan not submitted, POs for which Compliance not met, PO Balance value is nearing 10 % of the original value, Work orders about to get expired, Work orders with worker's absence, Supplier Certificates about to get expired, and Workman Certificates about to get expired.

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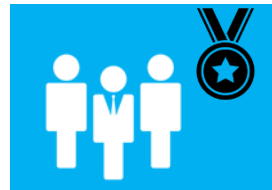
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A need to analyze & invest on the right areas?

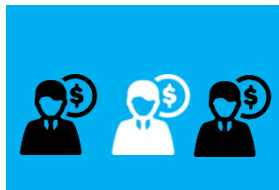
Challenges



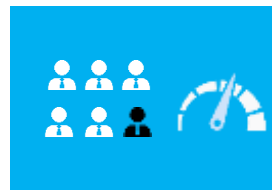
Struggling to analyze loss making contracts?



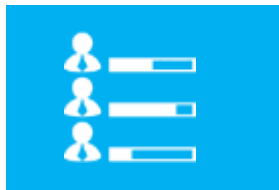
Unable to reward the Employees / skills generating maximum revenue?



Unable to track the revenue per employee or skill?



Unable to identify / invest on your best performing Services?



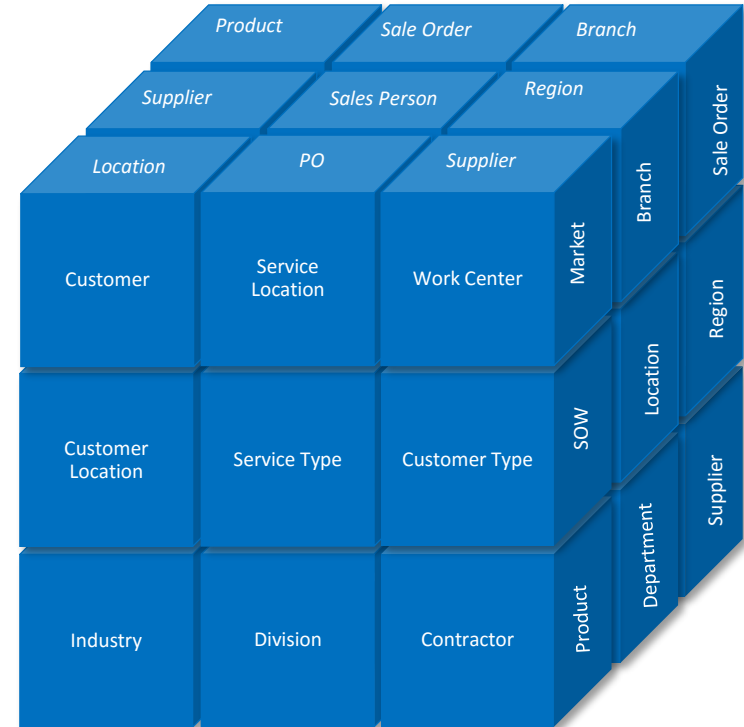
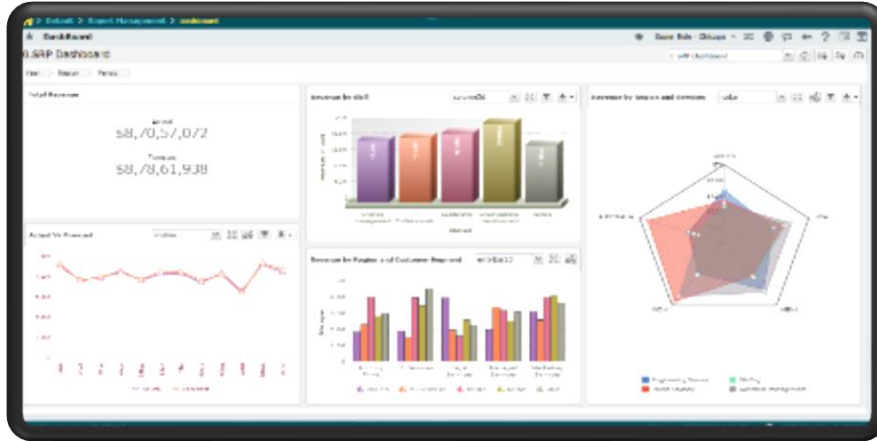
Challenging to track performance of the Sales force?



Struggling to reconcile data for effective decision making?

Ramco's Powerful Analysis Capability

Our Solution



Multi dimensional Analysis

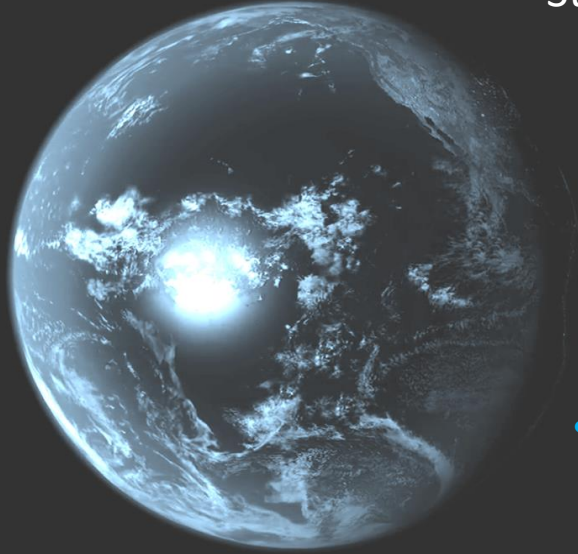
Hierarchical view

Multi-dimensional Analysis - Examples

Our Solution

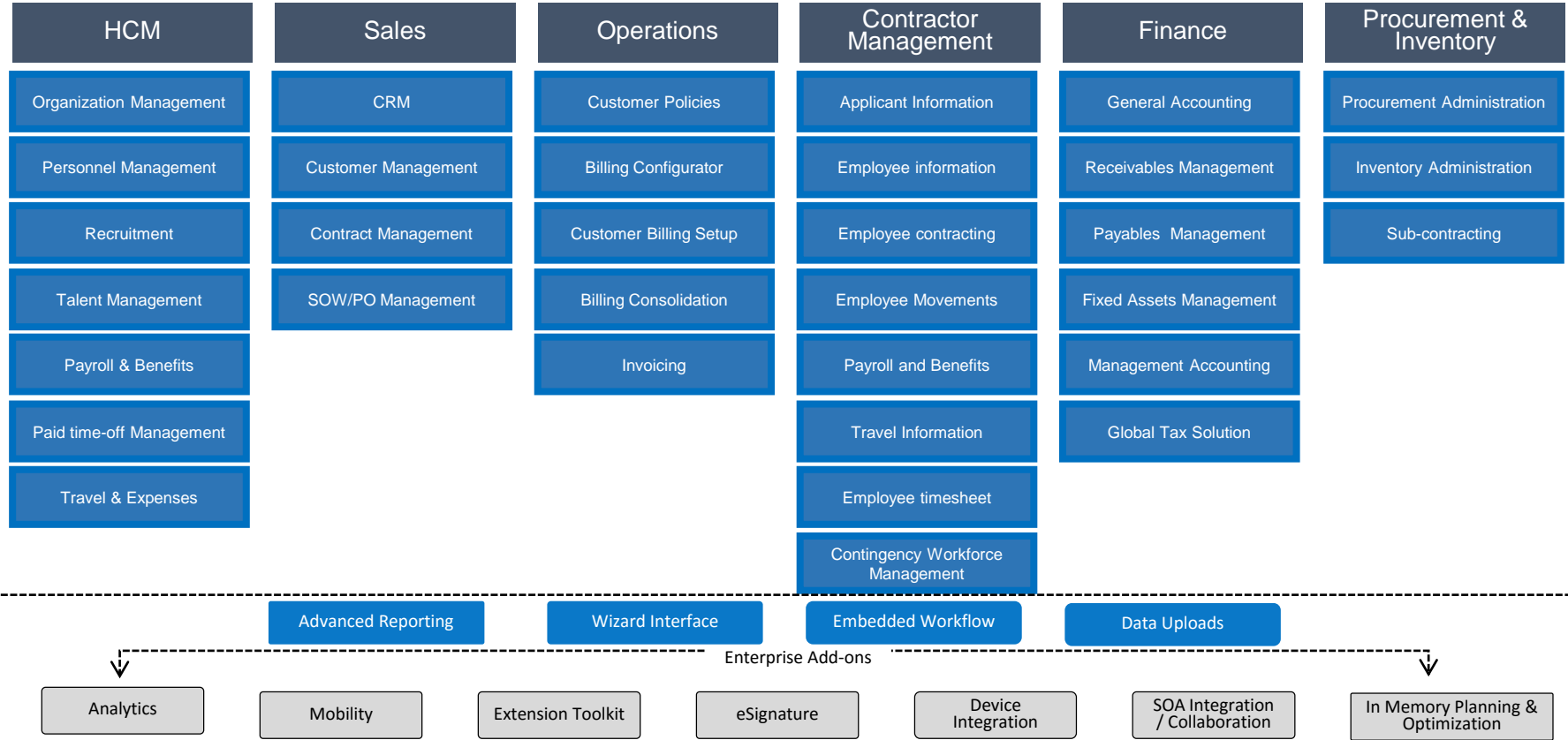


Ramco SRP – Value proposition



- Streamline Operations
 - Generate un-disputable invoices improving TAT
 - Get holistic Visibility of business
- Drive Profitability
- Play Global with flexibility of country specific processes

Ramco SRP – Staffing Solution Offering



Flexibility of Deployment Models

On-Premise



Server(s) in Client's

Private Instance
on a Public Cloud



Public Instance
on a Public Cloud
(Each Client as a separate
SQL instance)



Server(s) in Public Cloud

True Multi-tenanted,
“Shared Database Arch”
(Each Client setup as
a separate OU
on a SINGLE dB)



Ramco Impact

Significant operational/financial gains by Ramco customers*

CUSTOMER SERVICE LEVEL

30%

Improvement

SKILL AVAILABILITY

60%

improvement with
centralized DB

BILLABLE EMPLOYEES

10%

improvement

REVENUE PER EMPLOYEE

15%

improvement

RESOURCE MANAGEMENT

15%

Productivity
improvement

TIMESHEET TO BILLING TAT

60%

Reduction in delay

CONTRACT MANAGEMENT

10%

Reduction in
revenue leakages

BILLING ERRORS

40%

Reduction

*Based on RAMCO customer testimonials

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Recognitions

Ramco wins
PARAGON AWARD
for Innovation &
Imagination

Paragon™
2015 Awards

FROST
&
SULLIVAN

APAC TALENT
MANAGEMENT SOLUTIONS
Enabling Technology Leadership
Award

Leader in NELSONHALL
NEAT MATRIX for GLOBAL
PAYROLL



Ranked ACHIEVER in Everest's
MULTI-COUNTRY PAYROLL
Platform Report

BEST PAYROLL & TALENT
MANAGEMENT SOFTWARE
AWARD in Singapore, Malaysia
and Hong Kong



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Recognitions

Ramco makes it into the Gartner Magic Quadrant for Cloud Core Financials, Cloud HCM & EAM suites

Gartner

FORRESTER

Ramco enters The Forrester Wave™:
SaaS Human Resource Management
Systems


Ramco makes its way into the IDC
Market Scope: Worldwide SaaS and
Cloud-Enabled Midmarket ERP
Assessment

IDC
Analyze the Future

GPA
global payroll association

Global Payroll Association confers
Ramco with 'Highly Recommended
Payroll Software Supplier of the Year
2017' Award

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- 
- World's top Staffing service provider , Adecco India is headquartered in Bangalore with 60 branches across India and client base of 1000+ customers
 - Deal with Executive Search, Recruitment, Learning and Temporary Staffing across various industry segments
 - Part of Adecco Group, a Fortune 500 company headquartered in Switzerland

Key Business needs


- Reduce revenue leakage due to disconnect between operations, payroll & Invoicing
- Robust contract management
- Payroll run at multiple levels viz., Customer, Contract, Site, Employee

Solution offered

- Ramco SRP including Contract Management, Staffing, Finance, Procurement, HCM & Payroll
- Robust Payroll and Global Tax engine
- Wage registers and contract labor reports

Key Business benefits

- ROI was achieved in less than a year
- 40% reduction in invoicing errors
- 90% reduction in Invoice TAT
- Onboarding process is 80% faster

- 
- Leading Talent Management company licensed by Federal Government of UAE
 - With a resource base of 3000 professionals, from over 47 countries, TASC Outsourcing is the partner of choice to more than 200 companies
 - Staff employees across diverse verticals such as IT, Oil & Gas, Retail, Administration & Support, Sales & Marketing, and Customer Service

Key Business needs


- Integrated solution that will replace multiple disparate systems and manual database of employees
- Manual tracking of Visa Application
- Flexible system that manages client specific attendance and billing rules

Solution offered

- Ramco SRP including Onboarding, Contract Management, Visa tracking, Staffing, HCM and Finance

Key Business benefits

- Centralized database of all the associates
- Auto generation of invoice
- Online Visa tracking and automatic financial posting

- 
- Sydney based IT Staffing company based out of Australia
 - Serving customers such as Commonwealth Bank, Optus and over a dozen others
 - With a resource base of 800+ professionals, PayPartners provides end to end contingent workforce management solutions to clients ranging from corporates to government entities

Key Business needs

- Integrated solution that will link contractor attendance with payroll and invoicing
- Self service portal for contractors
- Automated payroll processing covering statutory compliances

Solution offered

- Ramco SRP including Onboarding, Contract Management, Staffing, HCM and Payroll

Key Business benefits

- Timesheet inputs to invoicing fully automated thereby reducing invoice processing time from 2 days to 5.5 hrs
- Automatic arrears calculation + correct PAYG
- RTCI invoice generation through system

Part of the \$1
Billion Ramco
Group

12 patents in
enterprise
applications space in
last 2 decades

24 Offices
Worldwide,
1600+ Employees

One of the first IP
led companies in
APAC

Backed by Investments
from Goldman Sachs,
Johambro among
others



Thank you

contact@ramco.com

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